

2017-2018 BUDGET QUESTION

Response to Request for Information

DEPARTMENT: Human Resources

REQUEST NO.: 180

REQUESTED BY: Casar

DATE REQUESTED: 9/7/17

DATE POSTED: 9/8/17

REQUEST: Please detail the cost of increasing the City's living wage from \$13.50 to \$13.84 per hour for all temporary employees who have worked for the City for more than 6 months, all temporary employees who have worked for the City for more than 12 months, and all temporary employees who have worked for the City for more than 18 months.

RESPONSE:

The following chart details the costs of increasing the City's living wage from \$13.50 to \$13.84 for all temporary employees of various lengths of employment. **The costs are for 18 pay periods, effective Jan 7, '18**, consistent with living wage increases for temporary employees the previous two years

Fund	More than 6 months	More than 12 months	More than 18 months
General Fund	\$214K	\$194K	\$85K
Enterprise	\$55K	\$49K	\$42K
Support Services	\$0K	\$0K	\$0K
All Funds	\$269K	\$243K	\$127K

This analysis assumes the following:

- No turnover, and does not consider hires between Aug 6, '17 (effective date of the data) and Sep 16, '17 (end of the fiscal year). All brand new hires after that would not be eligible based on the constraints of the question.
- Employees will work, on average, 50% of the hours budgeted in Banner for the temporary position.
- Employees have worked continuously since their hire dates.
- That the question only considers continuous employment.